NATURAL NEWS

The Field Museum
Exploring
The Earth And Its
People

January 27, 1995

CENTER FOR CULTURAL UNDERSTANDING AND CHANGE

NEW GUINEA RESEARCH PROGRAM

Drs. John Terrell, Curator of Anthropology, and **Robert L. Welsch**, Adjunct Associate Curator of Anthropology, Department of Anthropology, who began the A. B. Lewis Project in 1987, have recruited an impressive number of research colleagues to expand The Field Museum's New Guinea research in new strategic directions.

Dr. Mary Ashley, Research Associate, Department of Zoology, and Assistant Professor, Department of Biological Sciences, University of Illinois at Chicago, and **Dr. Pamela Stewart**, Research Associate, Department of Anthropology, have joined with Welsch and Terrell and also Dr. Jeremy Martinson, Molecular Biology Unit, Oxford University, and Dr. Kevin M. Kelly, Department of Clinical Research, Dallas Hospital, to develop *The Human Diversity Project*. This new research initiative will explore the biological diversity and population structure of the ethnological "community of culture" first discovered on the Sepik Coast through the study of museum collections.

Dr. Robin Torrence, Research Associate, Department of Anthropology, and Australian Research Fellow, Australian Museum (Sydney), and Glenn Summerhayes, Research Scholar, LaTrobe University (Melbourne) have joined Terrell and Welsch to develop *The Ancient Voyagers Project*. This initiative will explore the archaeology of exchange networks between villages on the Sepik Coast. A proposal to fund the first year of this new undertaking was submitted to the NSF last December.

These projects join the A. B. Lewis Project as collaborative ventures of a coordinated new research effort, ***The New Guinea Research Program***.

To promote communication and foster these initiatives, Terrell has established a new series of informal seminars to be held periodically at The Field Museum, *New Guinea Research Seminars*. Dr. Denis Dutton, Senior Lecturer in the Philosophy of Art, University of Canterbury (Christchurch, New Zealand) will present the first seminar in this series on February 15: *Sepik River Aesthetics* (3:00 p.m., Zoology Class Room).

CENTER FOR EVOLUTIONARY AND ENVIRONMENTAL BIOLOGY

MUSEUM STUDENT RECEIVES NSF GRANT

Congratulations to Melinda Hale, a third year graduate student in the Department of Organismal Biology and Anatomy at the University of Chicago and member of the Division of Fishes, for her success in gaining support from the National Science Foundation for her doctoral research. In collaboration with Michael LaBarbera of the University of Chicago, Melinda applied for a Doctoral Dissertation Improvement Grant and scored big on her first try. This is one of the most prestigious grants a graduate student can receive, and we all wish Melinda the best in the pursuit of her research. Her research concerns *The Ontogeny and Phylogeny of Myomere Morphology and Fast-Start Ability in Basal Actinopterygians.*

Donald Collier, Curator Emeritus of Anthropology, died in Oakland, California on January 23, 1995. When more information is available we will place it in the *Natural News.* Don Collier was one of the great builders of this Museum.

USING AN INDEPENDENT CONTRACTOR?

REMEMBER ...

- We have a checklist form that must be completed to get approval to hire an independent contractor. Forms are available in Personnel.
- A sample contract which you may use as a template can be obtained from our in-house legal counsel, **Richard Koontz** (x882).
- Contract amounts under $5,000 must be signed by the area vice-president. Contract amounts over $5,000 must be signed by **Jim Croft,** Vice President for Finance. Contract amounts over $25,000 must be reviewed by Richard Koontz for legal sufficiency. Issues of intellectual property should be addressed if present.

Following these basic steps is your best shot at achieving a trouble-free relationship between the Museum, yourself, and the independent contractor.

The *Natural News* is edited by **Richard Koontz** and **Carolyn Klyce** in the President's Office. The deadline for all submissions is Tuesday at noon. Printed on recycled paper.

Museum Wide Calendar

February 1995

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3 7:00-10:00pm SE Sonnenschein Nath & Rosenthal, SFH:300	4 6:00pm-12:00am SE Bear Necessities, SFH:400
5 10:00am-1:00pm ED African Heritage Festival	6	7 10:00am-1:00pm ED African Heritage Festival	8 5:30-8:30pm SE Ancona Sch LOT, SFH: 400	9 8:30am-1:30pm SE Cinema Academy, JST:1000 10:00am-1:00pm ED African Heritage Festival	10 8:30am-1:30pm SE Cinema Academy, JST:1000 10:00am-1:00pm ED African Heritage Festival 7:00pm-12:00am SE NWestern University,SFH:200	11 6:30-11:00pm SE Inter-Country Title, EFM:250 Auto Show Begins
12	13	14 10:00am-1:00pm ED African Heritage Festival (T), SFH	15	16 5:30-8:30pm SE Canadian Consulate, Webber:100	17 5:45pm-9:00am ED Group Overnight Auto Show Ends	18 10:00am-12:00pm ED PIP, CR3 11:00am-3:00pm Winterbreak Chicago, SFH
19 11:00am-3:00pm Winterbreak Chicago, SFH 1:30-4:30pm ED Japanese Remembrance,LHI Kid Bridge Closes	20 Staff Holiday, President's Day	21 7:00-10:00pm SE International Electrical Inspector, DR E:100	22 8:30am-1:30pm SE Cinema Academy, JST:1000	23 8:30am-1:30pm SE Cinema Academy, JST:1000	24 8:00am-12:30pm New Staff & Volunteer Orientation, LH2	25 11:00am-1:00pm Japanese Kite-Making, SFH 6:00pm-12:00am SE Mt Sinai Mid-Winter Gala, JST/SFH:1000
26 6:00-10:00pm SE New Age Services, EFM:3000	27 8:30am-1:30pm SE Cinema Academy, JST:1000 5:30-10:00pm SE Building Bridges, LHI:150	28				

"BOOK-ABLE" SPACES IN FIELD MUSEUM
1/6/95

Space	Loc	Max	Use	Schedule by	Contact	Ext.	
Classroom 1	GF	50	I P	Education	Bob Cantu	353	
Classroom 2	GF	40	I P	Education	Bob Cantu	353	
Classroom 3	GF	30	I P	Education	Bob Cantu	353	
Classroom 4	2nd	40	I P	Education	Bob Cantu	353	
Conf. Room 1	GF	20	I	Spec. Events	Secretary	864	
Dining Room A	GF	16	I	Spec. Events	Secretary	864	
Dining Room B	GF	4	I S	Spec. Events	Secretary	864	
Dining Room C	GF	6	I S	Spec. Events	Secretary	864	
Dining Room C/D	GF	20	I S	Spec. Events	Secretary	864	
Dining Room D	GF	12	I S	Spec. Events	Secretary	864	
Dining Room E	GF	75	I P S	Spec. Events	Secretary	864	
D&P Conf. Room	4th	10	I	D & P	Jessica Newman	329	
Educ. Conf. Room	GF	14	I S	Education	Clara Aytch-Baker	247	
Founder's Room	1st	100	I S	Tours	Dorothy Roder	862	Restricted use
Montgomery Ward H.	GF	150	I P S	Education	Bob Cantu	353	
Lecture Hall II	GF	75	I P S	Education	Bob Cantu	353	
Picnic East (Sch)	GF	320	P S	Education	Bob Cantu	353	
Picnic West (Pub)	GF	125	P S	Education	Bob Cantu	353	
Rice Center	1st		P S	Spec. Events	Secretary	864	
Simpson Theatre	GF	1000	I P S	Education	Bob Cantu	353	
Zoology Clrm.	3rd	50	I	Zoology	Norann Miller	255	
Webber Resource	1st	35	P S	Education	Bob Cantu	353	
Maori Meeting House	2nd	35	P S	Education	Bob Cantu	353	
Pawnee Earth Lodge	1st	35	P S	Education	Bob Cantu	353	
Place for Wonder	1st	35	P S	Education	Bob Cantu	353	
Stanley Field Hall	1st	35	I P S	Spec. Events	Secretary	864	
EXHIBIT HALL: Permanent Exhibits			P S	Public Serv.	Gene Dillenburg	636	
EXHIBIT HALLS: Special Exhibits			P S	Prog. Dev.	Carrie Hageman	488	

I = Internal (meetings, etc.)
P = Public (Programs, Classes, etc.)
S = Special Events

ANNUAL REPORT TO STAFF
THE FIELD MUSEUM
CONNECTING
IN ITS SECOND CENTURY

January 19, 1995
by Willard L. Boyd, President
The Field Museum

Thank you for an extraordinary Centennial year. You have successfully completed the plans set in 1986 by ***Centennial Directions*** our strategic plan.

Happy New Century! We are embarked on a new strategic plan entitled -- ***The Field Museum CONNECTING In Its Second Century.***

Interconnectedness is the hallmark of our new strategic plan. In the future more than ever, we must be "connecting" intellectually and organizationally. Our emphasis must be on total "habitat" whether in the case of cultural diversity, museum operations or endangered species. In a rapidly shrinking world no species, human or otherwise, can flourish in isolation. No institution -- no museum -- can exist in isolation. Biological, cultural and institutional diversity occur in environments occupied by others. We are all part of larger habitats which are affected by inter-relationships. The Museum's goal is to increase understanding of the interconnectedness within nature, across cultures and between people and their environment. In every respect the Field Museum will be "connecting" in its second century.

This is especially true with respect to the content of our mission. This is a content driven institution. Understanding interconnectedness requires an interdisciplinary approach. To foster this interdisciplinary approach we have organized the Center for Evolutionary and Environmental Biology and the Center for Cultural Understanding and Change. The Center themes will serve as intellectual rallying points for the entire Museum so that our substantive purpose unites us in all that we do. These Centers are a means to achieve content integration. They are not departmental in nature, rather the Centers serve a brokerage function to stimulate interdepartmental thought and action around themes.

To articulate and achieve intellectual connections the two Centers must serve as forums for Museum-wide discussions of content. These discussions must press us to think hard and clearly about the changes occurring in the world's cultures and environments so that we can make a major contribution to public learning centered on collections-based research. In particular we must add to our content agenda the urgent issues of urban anthropology and ecology.

Historically, cultural anthropology -- ethnography -- has been the study of the culture of groups of people living separately in an assumed mono-cultural society. Today only a small portion of the world's population lives in such groups. Most people are now living together in multi-cultural urban environments with overlapping communities of residence, families, work, and education. Our ethnicity, gender, and age also shape our cultural identity. Increasingly, we recognize heterogeneity and change within and across cultural boundaries. In a world which is cross-cultural and transnational, the Field Museum must play a significant role in understanding these constant cultural

changes and intersections. Our ethnographic collections can help open cultural borders in a time of cultural confusion and hostility. Contemporary ethnographers must be active and illuminating participants in local, national and global debates about multiculturalism.

Our archaeologists and cultural anthropologists are using the record of past cultures and work with contemporary peoples to determine the cultural principles that have relevance for modern society, such as the relationship between people and their environment, the persistence of cultural patterns, cultural innovations and patterns of change, and the nature of intergroup hostility and bigotry.

The human intersection with the physical environment must also be a high priority for the Field Museum. In a period of mounting concern for the environment, our area of evolutionary research -- systematic and organismal biology -- is undergoing a striking renaissance initiated by a theoretical and methodological revolution. Modern systematics views the world's biotic diversity as a single genealogy by which all species, living and extinct, are interconnected. The schism between molecular and systematic biology is closing rapidly as scientists from both areas come together to explore the basis of biological diversity. A central element of this new holistic research agenda is to look to the geological record as the key to understanding the complex biotic and environmental interactions that drive global change.

As we study individual species in the context of an ecosystem, we cannot ignore the enormous human pressure on the environment. For that reason we have established the Office of Environmental Conservation Programs led by Debby Moskovits to provide basic knowledge essential to the making of decisions about conservation and development both locally and internationally.

In 1995 our two Centers under the leadership of Peter Crane and Alaka Wali will undertake two internal projects. Each Center will:

1. Compile a preliminary inventory and description of current Museum programs in collections, research, exhibits, and education that relate to the subject matter themes of evolutionary and environmental biology and cultural understanding and change.

2. Sponsor a series of Museum-wide discussions with the aim of developing a document that articulates the particulars of our subject matter themes. Each Center will sponsor three discussions:

   a. an internal Museum-wide discussion on the theme,
   b. a discussion of the theme with a local panel of external specialists and
   c. an invited Museum-wide lecture by an internationally recognized scholar that will be followed by discussion. Provisional topics for these two lectures will be:
      - anthropology and cultural interactions in urban environments
      - biological systematics and environmental biology.

All Museums staff members are invited to attend these discussions. These two internal Center initiatives will be related closely to two external museum forums.

The first external forum will be a three day scientific meeting from June 2-4, 1995, organized by Bruce Patterson and Steve Goodman. It will focus on "Natural and Human-induced Change in Madagascar". Countless species of plants and animals, found nowhere else on Earth, thrive in

Madagascar. Yet environmental and human-induced changes have caused the extinction of many species on the island. And even survivors now face grave risks. To moderate the dramatic extinction wave underway in Madagascar and to gain a better understanding of the endangerment of tropical ecosystems in general, we must examine the processes that have shaped, and continue to shape, the island's landscapes, communities and cultures. The Museum is uniquely positioned to sponsor this conference because we hold major cultural and biological collections from Madagascar. The June meeting includes presentations to the general public, scientific papers and workshops. Topics will be organized around biological, geological and anthropological themes, with emphasis on resource management and conservation. Invited speakers will include leading French, Malagasy and American researchers. A formal symposium volume, along with a book of technical abstracts in English, French and Malagasy, will place the meeting's content at the immediate disposal of scientists and conservationists in Madagascar and around the world.

On the cultural front, a proposal has been submitted by Alaka Wali to the National Endowment for the Humanities to support ***Conversations On Culture And Identity In America: Teaching Culture and Cultural Teachings.*** The Field Museum conversations are intended to initiate a dialogue among anthropologists, museum specialists and community residents about American pluralism and multiculturalism. Twelve conversations will center around five exhibits and other educational programs. The five exhibits are:

- MesoAmerica,
- Africa,
- Indians Before Columbus,
- Asia and
- the Malvina Hoffman Sculptures.

These "conversations" are designed to stimulate metropolitan Chicagoans to explore connections generated by local and global cultural relationships.

An interdisciplinary approach to subject matter content requires interdepartmental cooperation. We must operate horizontally across traditional departmental boundaries while maintaining strengths in our areas of specialty. We will be using matrices in 1995 to ensure coordination, communication and Museum-wide integration. Five formal matrices will be functioning. They are the Collections Council, the Science Advisory Council, the Public Learning Council, the Public Museum Operations Committee and the Exhibits Steering Committee. In 1995 the primary task for these groups will be as follows:

a. Collections Council - will review and revise our twenty year old "Policy Statements on Accessions and Deaccessions and Loans from the Reference Collections."

b. Science Advisory Council - which focuses on our research efforts will be concerned with how to expand and clarify our relationships with adjunct and visiting colleagues in order to extend our effectiveness as a research institution.

c. Public Learning Council - which cuts across the entire Museum has the major responsibility of developing the Museum's public learning agenda. This year the Council will be concerned with setting content goals and establishing an integrated plan for public events and

programs including our cultural heritage celebrations, Earth Day and December holiday in 1995 and 1996. In addition the Council will concentrate on bringing to the Museum each summer a special exhibit which will be relevant to our content themes, will be attractive to the public, and will be revenue-generating. For example, in the summers of 1995 and 1996 we will have exhibits on Bats and Spiders. These exhibits will be enhanced by a Field Museum component stressing our related collections and research. Moreover, our summer programs in the parks will center on Bats and Spiders.

d. Public Museum Operations Committee - which consists of representatives from public service departments will develop and implement a comprehensive operational approach to serving our visitors. This Committee will ensure that the programs set by the Public Learning Council are functioning on a daily basis as planned. This Operations Committee will also generate the Museum's public calendar and will replace the Coordinating Committee in developing plans for exhibit openings and other special events. In addition the Operations Committee will be working with the Recycling Committee to strengthen our recycling programs. The Operations Committee will be chaired by Diane White who will be assisted by Raymond Bondoc the new Head of Visitors Services. Together they will alternate as the weekend "Officer of the Day." In that capacity they will be responsible for assuring that the Museum is functioning effectively in all of its dimensions on the weekends.

e. Exhibits Steering Committee - which will be chaired by Laura Gates will include the Vice Presidents. This Steering Committee will meet regularly with Exhibit Project Teams to provide direction, review programs and ensure that decisions are made in a manner that reflects the integrated institutional goals of the Museum.

As part of the strategic plan, the exhibit development process has been reviewed. It is clear that the process followed in the last eight years has been exceedingly successful in creating outstanding exhibits that are national pacesetters. Two basics premises of this success have been reaffirmed.

First is a reaffirmation of the team approach which brings together the skills and perspectives of curators, education staff, and design and production staff under the leadership of an exhibit developer who is responsible for the total project.

Also reaffirmed is the value of a specific, well-defined system of interaction between the public learning and subject matter departments. As a result, the July 1988 document entitled "Public Programs Intersection with Collections and Research" has been reviewed, refined and reaffirmed.

Reaffirmation of these two basic premises indicates our strong belief - and proven experience - that collaboration leads to the best exhibits. Our objective for the future is to increase and strengthen our systems of collaboration.

In a sense, exhibit teams are like football teams. Both depend on strong players who can work together. We need to support our exhibit team managers and the best way to do so is by incorporating all of the many Museum personnel whose talents are needed in a clear process with well-defined roles and responsibilities. Interdepartmental exhibit teams can be our most effective interdisciplinary task forces to address subject matter goals.

Similarly, exhibits are like football games. Both are highly visible and everyone - even those not directly involved - is an expert on the subject. The trick to winning is to stay focused and keep your eye on the goals.

The strategic plan calls for three permanent exhibits which are key to public understanding of the Museum's mission and subject matter content. First and foremost is an exhibit focused on what we do and why it matters. Our public needs to understand why the Museum has encyclopedic collections, why the Museum actively engages in research and how these activities translate into public learning. The Board of Trustees feels strongly that such an exhibit is imperative if we are to attract the public commitment and support necessary for our total Museum mission. Developing an interesting and informative exhibit on collections and research will be difficult. A few comparable museums have installed such exhibits, but not successfully. We will need to include an active element in the exhibit that brings staff members from collections and research into contact with the public. The Board also feels that a limited series of public tours through the restricted areas of collections and research will go far to inform the public about our vital "behind the scenes" mission.

The two other permanent exhibits focus on our changing subject matter directions. The first exhibit is "Living Together in Chicago." As stated earlier, we have been concerned with people living separately in discrete cultural groups. In contemporary society most people are living together in large urban areas such as Manila, Mexico City, Lagos or Chicago. Using "traditions" as the medium, Phyllis Rabineau is heading a team to develop an exhibit highlighting how cultural paths cross, fuse and diverge. Too often, visitors of one ethnic background will look at our exhibits about other cultures and see those cultures as exotic and irrelevant to their immediate lives. In our small world of Chicago no culture is remote. "Living Together in Chicago" will be an "introductory" exhibit designed to help visitors see crosscultural connections with existing exhibits throughout the Museum. The exhibit will also be the vehicle for developing educational material for schools and other groups relating to the basic issues of crosscultural interconnections. Planning will include widespread community consultation as well as the participation of anthropologists both inside and outside the Museum. In addition to Phyllis the team will include Alaka Wali as curator and Maureen Ransom as the education specialist. Jaci Carter will organize the community contacts.

The final permanent exhibit to be undertaken will have two purposes. First, its subject matter focus is of critical importance to the Museum and second, it will be revenue generating. This exhibit will anchor a group of exhibits on the ground floor. While this particular exhibit will be permanent, the complementary exhibits will have durations of five or less years and will be designed to be responsive to current issues of the biosphere and cultural change.

The working title for this anchor exhibit is "Life Under Ground: Foundations of the Biosphere." The soil ecosystem is the "final frontier" for studies of biodiversity. Soil organisms are difficult to study and have been neglected, but they are hugely diverse and absolutely crucial to the functioning of almost all ecosystems on land. As a consequence, soils are now the focus of much attention and are of massive and direct economic importance. Soils are also one of the Earth's greatest disappearing natural resources - approximately 158 million tons being lost annually in Illinois alone, mainly by erosion. This exhibit will deal with plants and insects above and below ground and will also describe the subterranean processes on our planet which make life on earth possible. It will offer the public an opportunity to go underground to see what is occurring. This "you are there" experience could be extremely attractive and educational for visitors.

To locate sites for these permanent exhibits we are engaged in a three month architectural planning assessment. With outside consultants we are identifying issues of space allocation. The primary planning emphasis is on the public areas, particularly the ground floor area. However, there are specific issues related to ground floor alcohol storage and office space that also need to be addressed.

Everyone of us - staff and volunteers - are key to the present and future of the Museum. To carry out our threefold mission of collections, research and public learning, we depend upon the excellent work being done in Housekeeping, Security, Visitor Services, Audio-Visual, Accounting, Budgeting, Purchasing, Special Events, Museum Stores, Food Services, Facilities Planning and Operations, Public Relations, the Mailroom, The Printshop, Administrative Services and Personnel. Each of us has a special, vital role, but we depend upon others. The departmental open houses enable us to learn about our diverse and interdependent roles.

In addition to connecting with each other inside the Museum, we must connect with others outside the Museum. As a social organism, the Field Museum does not exist in isolation. We need to seek out and cultivate closer relations with others. Our success will be judged by how well we serve our varied publics.

All institutions have a natural tendency to look inward. Our challenge is constantly to look outward to determine how we can be evermore effective in serving our many publics. Our publics range from school children, families, and adults to the national and international research community. We have a special responsibility to serve the people of Chicago. The Museum must also work collaboratively and sensitively with the people whose cultures and habitats are represented in our collections, research and public programs.

Our outside connections are many and they are increasing. Of great importance is our long and substantial connection with schools. A major commitment of the Department of Education in the next several years will be to relate our exhibits and programs to the curricular benchmarks now being adopted by the schools. In addition, we will be expanding our outreach into the Chicago parks. Thirty percent of our operating budget comes from the Chicago Park District, and we are located in a park. We have a particular responsibility to provide environmental and cultural learning opportunities through the parks.

We are also a pivotal member in a new consortium known as The Chicago Regional Bioreserve Partnership. The purpose of the partnership is to "Achieve broad based understanding of the global significance of the Chicago region's biodiversity and support for its long-term protection, restoration and stewardship in order to enrich the quality of life of the citizens in the region, foster a sustainable relationship with the natural world, and promote the protection of the natural heritage of this area." To this end we have joined with some 35 organizations including the Chicago Park District, the Chicago Department of Environment, the metropolitan county forest preserves, state and federal agencies, conservation groups, arboretums, botanical gardens, zoos and biologically oriented museums.

Our connections with higher education are being strengthened including our vital participation in the Committee on Evolutionary Biology centered at the University of Chicago. The Illinois Board of Higher Education has approved the granting of the PhD program in anthropology at the University of Illinois at Chicago because of the University's relationships with The Field Museum. Our

anthropology curators will be adjunct faculty members in the graduate college at the University. We are also actively working with Chicago State University and exploring cooperative ventures with the Chicago City Colleges.

At the national level we have joined with eight other museums to form NATUREnet. With a consortium grant from the U.S. Department of Commerce we are moving to develop and implement a plan to computerize the North American biological holdings of the participating institutions which include the Philadelphia Academy of Natural Sciences, the Carnegie Museum of Natural Hisory, the Bishop Museum, the New York Botanical Garden, the Los Angeles County Museum of Natural History, the American Museum of Natural History, the Missouri Botanical Garden, the California Academy of Sciences and the Field Museum.

In recognition of the importance of reaching out, the Board of Trustees has established a standing Committee on External Affairs. Specifically "The Committee will be concerned with community and government relations in order to increase community participation and public support." The community relations objective is to increase and diversify public involvement with the Museum as an educational institution. The public support objective is to position the Museum as a unique institution worthy of unique local, state, national and international support.

In addition to public support, it is imperative that we increase our private support from individuals, corporations and foundations. Development and External Affairs has been renamed the "Institutional Advancement area" - a designation widley used in the nonprofit field. Our able colleagues from Institutional Advancement are examining with the Board of Trustees the need and potential for a Capital Campaign commencing in 1995. Such a campaign would include operating funds for five years, endowment additions, and special projects including the three exhibits previously mentioned along with collections and research projects and the renovation of James Simpson Theater. Of equal concern are building rehabilitation needs including our heating, ventilation and air conditioning system, safety and physical access needs which are critical to all Museum programs.

Financially, the Museum is in a good position. The Board has approved a budget for 1995 and a financial plan for 1995 through 1997 which are predicated on a balanced budget. This will require an admission price increase in 1996. In making the budget plan we have projected a dip in attendance due to the relocation of Lake Shore Drive during 1996 and 1997. As to health and other benefits, the Personnel Office has done a superb job in maintaining the current level of fringe benefits for next year with no increase in cost to you or to the Museum.

To maintain a balanced budget we must be cautious about expenditures in 1995 - 1997. We will not be adding to the total staffing level so that if there are imperative staff needs we will have to accommodate those needs through the reallocation of vacant positions.

In 1996 and 1997 we will experience significant inconvenience and changes due to the relocation of Lake Shore Drive. We would experience these problems with the resurfacing of the road any way. By combining resurfacing with relocation we can create a museum center in a great new lakefront park. A pedestrian oriented museum center with safe access for pedestrians and vehicles will be a monumental step forward. The creation of a twelve and one-half acre park in front of the Museum and the Shedd Aquarium will afford an extraordinary opportunity for environmental education and enjoyment. The biggest issue is co-existence with Soldier Field during an increasing number of

events. Our goal is to have McFetridge be the entrance to the Museum campus. The McFetridge entrance, nearby parking, and shuttle transportation to the museums must be available to our visitors during Soldier Field events. These are major matters of negotiation for the three museums.

Clearly the future of the Field Museum depends on many, many interconnections. Our new mission statement specifically speaks of "reaching out", "working with others", "listening to each other" and "our commitment" to others. Developed by KaffeKlatch and approved by the Board of Trustees "Our Commitment" provides in part that we "-- the trustees, staff, and volunteers of The Field Museum -- are dedicated to public service... As an institution devoted to the study of diversity and relationships, we will practice diversity in our public contacts and staffing. We will nurture an environment of mutual respect which will extend to the public we serve."

To keep this commitment, we must first practice diversity and mutual respect within the Museum. We should reflect the rich mosaic of people represented in Metropolitan Chicago. To achieve this we have established a program to "affirm diversity" among our staff, volunteers, vendors, interns and donors. We are developing training and mentoring programs to support the personal and professional development of staff. We are expanding inside and outside staff searches to be sure that we are looking broadly to find the best suited persons to fill vacancies.

A Museum about diversity should be a place of diversity if we are to help our many publics develop their own sense of place in the world's diverse environments and cultures. The human need for sense of place is reflected in a label in ***Life Over Time.***

The label reads in part:

Who are we? Just animals, or something more?

Asking the question is part of our nature.

We're products of evolution, but we're different from most animals

* We use symbols and language
* We have cultural, scientific, moral, legal and religious beliefs
* We make all kinds of tools
* We control and alter our environment
* We are responsible for our planet's future

As an institution of humans, the Field Museum is ever evolving, ever seeking its sense of place. Our future place depends on our connecting with the world's diverse cultures and environments.

Entering our second year ...

OPEN HOUSE PROGRAM REACHES OUT

After a smashingly successful first year, in which ten departmental Open Houses were attended by around forty people each, the Open House program is entering its second year. Many staff members have attended several departmental Open Houses, and in March a prize will be given to the person who has attended the most Open Houses.

The Open House committee is presently developing their 1995 schedule -- if your department has not yet made plans to host an Open House, get in touch! **Anita Purnell** (x386) will be happy to talk to you about it.

The Open House program is an opportunity for staff to increase their knowledge of work in other areas, to meet staff from other departments, to enhance understanding of how work in one area relates to other areas, and to promote workplace respect between individuals and departments. While staff should check with their supervisors before attending, managers are encouraged to allow their staff to participate in order to further these goals.

Each month, one Museum area hosts an Open House. Departments are scheduled for dates, times and group size that best fit their workflow. The format generally includes: introduction of staff, volunteers, interns; description of area responsibilities; area challenges and a success story or two. Area staff are present during the Open House so employee-visitors have an opportunity to match faces with departments.

One week before an Open House, the host department and the Open House committee submit an informational article to the *Natural News*. The article provides an overview of the department and a list of staff, volunteers, and interns. Staff are encouraged to save these articles for future reference. While employees may not be able to attend each month, the articles extend the opportunity for learning to those who are unable to participate.

The Open House committee responsibilities are: to schedule Open Houses, to assist departments in preparing for their Open House, to assist managers in preparing announcements for the *Natural News*, to review the program monthly with Kaffeeklatsch and to act on Open House submissions to the Suggestion Box.

MUSEUMS AND ENVIRONMENTAL EDUCATION IN INDIA

or

Lucy and Ethel's Adventures in Mysore

Slides and Discussion
Thursday, February 2
Noon, Lecture Hall II

Joyce Matuszewich (Education) and **Dianne Hanau-Strain** (Exhibits) just returned from a month with the National Museum of Natural History in India. (It is the education wing of the Ministry of Environment and Forests.) In Mysore they worked on plans for educational programs and exhibits with the staff of a new regional center -- and toured museums and environmental education programs around the country. Come hear about it all!

LANGUAGE BANK

*In order to accommodate our many international visitors, the Visitor Services Department will be compiling a list **(A Language Bank)** of all multi-lingual employees. This list will assist us in effectively serving our visitors by allowing us to quickly and accurately translate their requests. If you are fluent in any language other than English, please complete the form below and return it to the Visitor Services Department or place it in our mail box by February 10.*

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